G. R. S. 58]

Previous references. P&S(Gen)-22/1926-5 (1926-5 P&S)

File No. 64-24
Serial Nos. 1—4.

Later references.

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Four (4)

Part B for May 1926

SUBJECT

Increase of 15% piece work rates of 15% machine minders of the Govt Press.

Ref. to the Supdt. Govt. Printing.
The Comptroller through Fl. cash
No 8550-1/-B. 6-5-1926
Sanctions the revised rates ~~as shown~~ proposed by the Supdt.

L.R.O.
X 35 Do 7

GENERAL AND REVENUE SECRETARIAT.

(P/S)

NOTES.

File No. 64-24

FILE HEADING.

Increase of the piece work rates of the machine hands of the Press

From

The Supdt Govt Printing

No. 2793	Dated 2-3-25	Received 3-3-25
Diary No. 1891	Enclos. 2 . Spare Copies.	Serial No. 1

BRIEF ABSTRACT OF LETTER.

Recommending a final increase in the piece work wages of the machine minders of the Govt Press

NOTES AND ORDERS.

1) The piece work rates of the employees of the Govt Press were sanctioned by a Committee appointed vide G.O. No. 1989-93/C.B. 196-20-11 dt 6.10.21 & on the recommendations of the Committee revised rates of wages giving increases of 37½ per cent in the case of Compositors & 40% in the case of the other

NOTES—First Sheet.

Serial No.

7

the other classes of piecework men was sanctioned with effect from 15th Oct. 21 (Vide G.O No Fin 3120-1/PTS 46-21-5 & 21.1.22)

For reasons stated the wages paid to certain classes of machine minders are stated to be inadequate & an increase of 6 pies (9%) per 1000 impressions on the 1st grade machines & 10 pies (20%) per 1000 impressions on 2nd grade machines are recommended

2 The proposals involve an estimated average extra cost of about Rs. 49/- per mensem & this small extra charge it is stated, can be found from the normal grants for the piecework estt with any special addition for the purpose

(3.65000/- during current year)

Subd for orders with a draft sanction for approval or other orders.

5 3.25 TS 5/3 5) Of the number of mds. has fallen why should not surplus machine men be removed so that each man would get more work to do & earn more

Mr. 7/3

6) Draft Subd

7 3.25 TPS 7.3 7) Done

NOTE—Contn. Sheet

Serial No. 2

To The Supdt, Govt Ptg. No G. 7065 dt 11.3.25
Enquiring whether it would not be practicable to limit the number of machine minders so that the fall in the total number of impressions printed may not affect the average wage earned by each man

TBB 16/3 3

From the Supdt. Govt Press. No 2965 dt 18.3.25 3
states that it is not practicable to limit the number of machine minders as a man is limited for the whole

4) Subd with ref. to para 5 above

Illegible 23.3.25 TBB 23/3

9) The Supdt Govt Printing proposes higher piecework rates to the machine minders of the Govt Press.

10) The increases proposed are small 9% & 20% respectively in the case of 1st grade & 2nd grade machines. No increase is proposed in the case of 3rd & 4th grade machines. 11) The extra cost with it is stated will not exceed Rs 49 per annum from the usual provision in the budget. The proposals may perhaps be sanctioned

RW 24/3

Orders 11) may be sanctd.

1st Member. 1.4.25.

NOTE—Contn. Sheet

48/3.4

I agree. I also see no objection to the Secy's proposal

3/4

4372

B193

General and Revenue Secretariat. | P & S File No. 64 of 1924

Serial No.	
	Reparation MWG/4
H 2225/24	H Secy) read 4/4/25 May be allowed. Mwg 6.4.25 MS
	For d/L Mwg 7/4
	Draft Sanctionmg already put up in m'tu file Mwg T&D 8/4/25 Mwg/4
	Ch Secy) Mwg 4-5-25 Mwg/5
H 2510/24	Subd with Draft & Fair copies read 8/5/25 Mwg 7.5.25
	To, The Comptroller H 6062 dated 8.5.25

B Rec
Mwg
21/5

Gm 4091

36595

WD 2533—GPB—250 copies—1.7.24

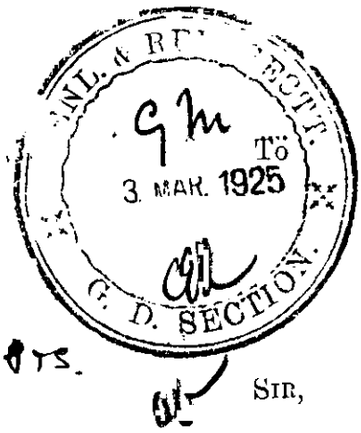
PDS 64-24-1

No. 2773
Enc 2

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

*Bangalore, dated....2....3....*192 5.

FROM



B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

B. RAMASWAMAIYA, Esq., B. A., B. L.,
Offg: Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

SIR,

I have the honour to address you on the subject of the wages of the Machine minders of the Government Press. Frequent representations are being received by me from these men complaining of the inadequacy of their wages. As Government are aware, the men are paid by piece-work system at so much for 1000 impressions and consequently the wages they receive are proportionate to the number of impressions printed by them, with the result that they are always eager to print long numbers of jobs as it pays them. But from the Government point of view, it is not always either practicable or desirable to get only long numbers printed as it is necessary to insist upon the printing of all jobs, whether large or small, to fulfil the requirements of the departments.

Moreover, owing to the drastic reductions in the printing and supply of forms and registers for the past three years and to the savings effected by bringing unused forms and registers lying in moffusil offices and supplying them again on indent, the number of impressions printed in the Press has fallen considerably. The record of 30 million impressions was reached in 1921-22 and the next year it fell down to such a low figure as 13½ million impressions which

was only slightly bettered in 1923-24 by rising to nearly 15½ millions. These figures testify to the remarkably low ebb to which the output of the machines has reached. During the current year, the machines were further handicapped by the non-receipt of printing paper till after the lapse of over six months of the official year, with the result that hardly any long job was printed and the machinemen's wages consequently shrank very low indeed.

As a result of this low output, the men are clamouring for the abolition of piece-work wages and the substitution of permanent wages, but on grounds of securing maximum output with minimum expenditure, it is not advisable to resort to permanent system. The Controller of Printing who was consulted in the matter was not in favour of introducing permanent wages, but was inclined to the increase of the piece-work rates as a step towards meeting their grievances. He states as follows:-

> There is always from time to time a movement in the Government of India Presses against the system of payment for work by piece. This was enquired into in detail by a Committee in 1922 and it was then decided that the piece system was satisfactory and essential for the economical working of the Presses, provided that the rates of payment are on an adequate basis."

I am also inclined to agree with this view and am convinced that the men are suffering from a real grievance I therefore beg to submit the following proposals for the

gracious sanction of Government:-

There are at present 18 printing machines in the Press including the one recently installed. These machines can be classified according to their respective sizes into four distinct classes, viz., (1) Double Demy (35" X 22½") and bigger machines = 6 in numbe1 (2) Double Crown (30" X 20") and Double Foolscap (27" X 17") machines = 4 in number; and (3) Smaller machines such as Royal (25" X 20"), Demy (22½" X 17½"), foolscap (17" X 13½") = 5 in number; and (4) Platens or folio or treadle machines = 3 in number But there are only 3 grades of wages, viz., 0-5-6 per 1000 impressions on the 1st grade machines, 0-4-2 per 1000 impressions on the 2nd and 3rd grade machines and 0-2-9 per 1000 impressions on the 4th grade machines or platens.

The work on the 1st grade machines in strenuous as it involves the lifting and carrying to the machine room large size type forms which are heavy and as most of the work done on those machines is bookwork and good class work which does not involve the printing of long numbers, the wages earned on those machines are not commensurate with either the quality of work turned out or the small number of impressions printed or the strenuousness involved. I am therefore of opinion that the rate per 1000 impressions on this class

of machines may be safely increased to 6 annas per 1000 impressions.

As regards the 2nd and 3rd grade machines, the uniform rate of 0-4-2 per 1000 impressions is admittedly low and operates as a real hardship on the men working the 2nd grade machines which are bigger in size than the 3rd grade ones. It is only fair that the wages on those machines should be different from, and a little higher than, those on the other 3rd grade machines. I therefore beg to propose that the wages on these machines (2nd grade) may be fixed at 5 annas per 1000 impressions.

There need be no change in the wages on the 3rd and 4th grade machines as they print small forms and can always be provided with sufficient work so as to get decent wage

My proposal therefore amounts to a recommendation to increase the rate of first grade machines by 6 pies per 1000 impressions and that of the 2nd grade machines by 10 pies per 1000 impressions. The proposal, if sanctioned, will have the effect of removing the existing unfairness in the wages of the 2nd and 3rd grade machines and classifying the machines into their proper grades The result of the increase in the rates now proposed will be an increase in the wages for all the first grade machines by about R. 24/- per month and for all the 2nd grade machines

by about Rs. 25/- per month on an average, i. e., about Rs. 49/- per mensem on the average for all the machines which is not much. This figure is arrived at by comparing the wages earned by the machines on an average for one year at the existing rates with the wages that may be expected to be earned on an average at the proposed higher rates. A comparative statement is appended.

The proposal will not involve any additional cost to Government, as no fresh funds will be required to meet the slight extra cost which will be met from the provision that is annually made for the piece-work establishment of the Government Press.

I solicit the favour of an early sanction for these proposals and also to the revised list of rates enclosed.

I have the honour to be,
Sir,
Your most obedient servant,

Superintendent,
Government Printing.

D.V.S.

Existing Rates.

No.-M.-31-20-1—P.-&-S.-46-21-5,-dated 21st January 1922.

Appendix III.

PRINTING.

Table of Piecework Rates.

Description of Press	Job work	Book work	Remarks
	Rs. p.	Rs. a. p.	
Royal, Double Demy and Bab-cock Machines. Impressions.			
1 to 250 copies ...	0 1 5	0 1 5	When 3 or more pages are printed on 1 sheet, 1 anna will be allowed for making ready.
251 to 500 „ ...	0 2 9	0 2 9	
501 to 750 „ ...	0 4 2	0 4 2	
751 to 1,000 „ ...	0 5 6	0 5 6	
Crown, Foolscap and Single Demy Machines.			
1 to 250 copies ...	0 1 0	0 1 2	
251 to 500 „ ...	0 2 1	0 2 5	
501 to 750 „ ...	0 3 1	0 3 8	
751 to 1,000 „ ...	0 4 2	0 4 10	
Platen Machines.			
1 to 250 copies ...	0 0 9	0 0 9	One anna will be allowed for each forme for making ready.
251 to 500 „ ...	0 1 5	0 1 5	
501 to 750 „ ...	0 2 1	0 2 1	
751 to 1,000 „ ...	0 2 9	0 2 9	
Royal Hand Press.			
1 to 50 copies ...	0 1 0	0 1 0	When 3 or more pages are printed on 1 sheet, ½ anna will be allowed for making ready, and 50 per cent more in wages when more than one forme is printed in the press.
51 to 100 „ ...	0 2 1	0 2 1	
Hand Presses.			
1 to 50 copies ...	0 0 9	0 0 9	
51 to 100 „ ...	0 1 5	0 1 5	

N. B.—(1) Daily allowance may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent at so much per hour.

(2) For stereo and alteration of numbers an extra rate not exceeding 50 per cent will be given.

Description of Press.	Job Work Rs. a. p.	Book Work Rs. a. p.	
1st Grade machines Double Royal, Double demy and Babcock machines			
Impressions.			
1 to 250	— 1 6	— 1 6	
251 to 500	— 3 —	— 3 —	
501 to 750	— 4 6	— 4 6	
751 to 1000	— 6 —	— 6 —	
2nd Grade machines Double Crown and Double foolscap machines			When 3 or more pages are printed on one sheet one anna will be allowed for making ready.
1 to 250	— 1 3	— 1 3	
251 to 500	— 2 6	— 2 6	
501 to 750	— 3 9	— 3 9	
751 to 1000	— 5 —	— 5 —	
3rd Grade machines. Royal, demy & foolscap machines.			
1 to 250	— 1 —	— 1 2	
251 to 500	— 2 1	— 2 5	
501 to 750	— 3 1	3 8	
751 to 1000	— 4 2	— 4 10	
4th Grade machines. Platens or folio or Treadle machines			One anna will be allowed for each forme for making ready.
1 to 250	— — 9	— — 9	
251 to 500	— 1 5	1 5	
501 to 750	— 2 1	— 2 1	
751 to 1000	— 2 9	— 2 9	

No change.

28-2-25.

B Kumaraiya
Superintendent,
Govt. Printing.

2	Single penny machine											
3	——— do ———											
4	——— do ———											
6	——— do ———											
		4	2	32	9	1	4	2	32	9	1	
				33	12	3			33	12	3	} no change
				22	7	3			22	7	3	
				25	—	6			25	—	6	
	Total			134	6	11			134	6	11	
	4th grade machines											
1	Platen machines			19	15	2			19	15	2	
2	Treadle machine	2	9	16	14	4	2	9	16	14	4	} no change
3	——— do ———			27	—	11			27	—	11	
				63	14	5			63	14	5	
				591	1	6			640	3	2	49 1 8 returned as spoiled

7-8-2-25.

R Cunningham
Superintendent,
Govt. Printing

Enclo II

Comparative statement showing the wages earned at the existing rates and wages expected to be earned at the proposed higher rates. —

Serial no.	Kind of Machine	Existing rates for 1000 impressions	Wages earned as per existing rates on an average for one year	Proposed rates for 1000 impressions	Wages expected to be earned as per proposed higher rates on an average	Increase
	1st grade machines.	Rs a p	Rs a p	Rs a p	Rs a p	Rs a p
1	Double Royal Machine		43 1 5		47 — 1	3 14 8
2	Double demy Machine		46 13 9		51 1 11	4 4 2
3	Babcock-Double demy	— 5 6	49 13 9	— 6 —	54 6 3	4 8 6
4	——— Do ———		44 3 —		48 3 3	4 — 3
5	——— Do ———		40 15 4		44 10 11	3 11 7
6	New Machine-Double demy (average earnings)		44 15 10		49 1 3	4 1 5
	Total		269 15 1		294 7 8	24 8 7
	2nd grade machines.					
1	Double Crown Machine		31 12 4		38 2 —	6 5 8
2	——— Do ———	— — 4 2	28 7 9	— 5 —	34 2 11	5 11 2
3	Double Foolscap Machine		29 11 3		35 10 4	5 15 1
4	——— Do ———		32 13 9		39 6 11	6 9 2
	Total		122 13 1		147 6 2	24 9 1
	3ed grade machines.					
1	Single Royal Machine					

G. R. S. VI—G/32]

SUBJECT.....

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Diary No. of letter replied to——————

General and Revenue Secretariat

( )

, the *191*

Date of issue 11/3/25

Signed by Mr M. V. Iyengar

Section PPS

File No. 64-24

Serial No. 2

No. 670657

To

The Supdt. Govt Press

With reference to your letter No. 2773 R 2-3-25 regarding the revision of the piece work rates for ~~machine attendors of the Press~~ printing I am directed to enquire whether it would not be practicable to limit the number of machines employed so that the ~~reductions~~ fall in the total number of impressions printed may not affect the average wage earned by each man.

over.

I have

Cer 9/3

3/25

For Sec. to Govt

33788

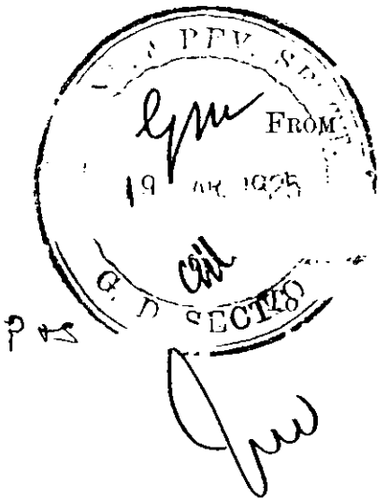
Gm 4372 (9

WD 2533—GPB—250 copies—1-7-2

No. 2965

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,
Bangalore, dated 18th Mar 1925.

PRS 64-24-3



P 25

B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

B. RAMASWAMAIYA, Esq., B.A., B.L.,
Offg: Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

SIR,

With reference to your letter No: G. 7065, dated the 11th instant I have the honour to state that it is not practicable to limit the number of machine minders because each machine must have a minder of its own, and one minder cannot look after two or more machines at a time.

The minders do not print one Job at a time throughout the day but they change from Job to Job according to circumstances and print 3 or more Jobs a day of varying numbers. During the time they are idle while changing from Job to Job, which may sometimes take an hour or more, they do not get paid. Hence the need for higher rates.

I have the honour to be,
Sir,
Your most obedient servant,

B. Puttaiya
Superintendent.

D.v.s.

13+14
5/5

G.R..S VI G 34]

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

, *the* *192*

Date of issue 6-5-25

Signed by Mr. T.A.G

May this be

i Printed ?

ii treated as a standing order ?

iii published in the Gazette, English Part ?

iv translated ?

v placed at the disposal of the press ?

vi published in the Gazette, Kannada Part ?

Section P 4 5

File No. 64/24

Serial No. 4

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read— Letter ~~from the~~ No. 2773 Q 2-3-25 from the Supt, Govt Ptg, & representing that the wages paid to certain classes of machinemen of the Press are inadequate & recommending slight revisions in the table of ~~of~~ piece-work rates for printing ~~going~~ increasing the wages for certain classes of binding work & stating that the ~~resultant~~ average extra cost of about Rs 49/- per mensem involved in the proposals ~~order~~ can be ~~found~~ met without increasing the normal grants for the piecework estt

Order thereon No.

6/5/25

Order:- G 8550-1/Encl

The revised rates proposed (as shown in the accompanying table) are sanctioned

Encl: I

-Initialled Shamasastri abbr:

for Chief Secretary

To

The Comptroller (thro Finance Deptt)

The Supdt, Govt Printing

Encl

5.3.25

List of enclosures.

Copied by

Examined by

WD 1883—GPB—1,000,00—21-12-21

Existing Rates,

PRINTING.

Table of piecework Rates.

Description of Press.	Job work Rs. A. P.	Book work Rs. A. P.	Remarks.
Royal, Double Demy and Bab-cock Machines. IMPRESSIONS.			
1 to 250 copies	0 1 5	0 1 5.	
251 to 500 "	0 2 9	0 2 9	
501 to 750 "	0 4 2	0 4 2	
751 to 1,000 "	0 5 6	0 5 6	When 3 or more pages are printed on 1 sheet, 1 anna will be allowed for making ready.
Crown, Foolscap & Single Demy Machines.			
1 to 250 copies	0 1 0	0 1 2	
251 to 500 "	0 2 1	0 2 5	
501 to 750 "	0 3 1	0 3 8	
751 to 1,000 "	0 4 2	0 4 10	
Platen Machines.			
1 to 250 copies	0 0 9	0 0 9	
251 to 500 "	0 1 5	0 1 5	One anna will be allowed for each form for making ready.
501 to 750 "	0 2 1	0 2 1	
751 to 1,000 "	0 2 9	0 2 9	
Royal Hand Press.			
1 to 50 copies	0 1 0	0 1 0	When 3 or more pages are printed on 1 sheet, ½ anna will be allowed for making ready, and 50 per cent more in wages when a more than one forme is printed in the Press.
51 to 100	0 2 1	0 2 1	
Hand Presses.			
1 to 50 copies	0 0 9	0 0 9	
51 to 100 "	0 1 5	0 1 5	

N.B. (1) Daily allowance may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent at so much per hour.

(2) For stereo and alteration of numbers an extra rate not exceeding 50 per cent will be given.

Revised ~~Proposed~~ Rates.

(12

PRINTING

Table of piecework Rates.

Description of Press	Job work			Book work			Remarks
1st Grade Machines.	Rs.	A	P.	Rs.	A.	P.	
Double Royal, Double Demy and Bab cock Machines.							
IMPRESSIONS.							
1 to 250	0	1	6	0	1	6	
251 to 500	0	3	0	0	3	0	
501 to 750	0	4	6	0	4	6	
751 to 1000	0	6	0	0	6	0	
2nd Grade Machines							
Double crown and Double Foolscap Machines.							When 3 or more pages are printed on one sheet one anna will be allowed for making ready.
1 to 250	0	1	3	0	1	3	
251 to 500	0	2	6	0	2	6	
501 to 750	0	3	9	0	3	9	
751 to 1000	0	5	0	0	5	0	
3rd Grade Machines. Royal, Demy & Foolscap Machines.							
1 to 250	0	1	0	0	1	2	
251 to 500	0	2	1	0	2	5	
501 to 750	0	3	1	0	3	8	
751 to 1000	0	4	2	0	4	10	
4th Grade Machines. Platens or Folio or Treadle Machines.							One anna will be allowed for each forme for making ready.
1 to 250	0	0	9	0	0	9	
251 to 500	0	1	5	0	1	5	
501 to ~~to~~ 750	0	2	1	0	2	1	
751 to 1000	0	2	9	0	2	9	
Royal Hand Press.							
1 to 50	0	1	0	0	1	0	When 3 or more pages are printed on 1sheet, ½ anna will be allowed for making ready, and 50 per cent more in wages when more than one forme is printed in the press.
51 to 100	0	2	1	0	2	1	
Hand Presses.							
1 to 50	0	0	9	0	0	9	
51 to 100	0	1	5	0	1	5	

N.B. (1) Daily allowance may also be given for confidential and other works of a special nature at rates to be fixed at the discretion of the Superintendent at so much per hour.

(2) For stereo and alteration of numbers an extra rate not exceeding 50 per cent will be given.